

Club, and the Polish-American Congress to name just a few, has helped to preserve the rich cultural heritage which make Milwaukee such a wonderful place to live.

The list of honors which Mr. Kowalkowski has received is impressive to say the least. Bill has been honored over the years, by numerous State and local organizations such as the Wisconsin Fraternal Congress, the Pulaski Council, and the Southside Businessmens Club. In addition, his outstanding efforts on behalf of Polish-Americans and the people of Poland have earned him recognition by the Government of Poland. In 1975, the Polish Government in exile presented Mr. Kowalkowski with the Gold Cross of Merit. Last year, Kowalkowski received the prestigious Knight's Cross of Merit for Service to the Polish Republic.

In addition to his professional and civic achievements, Mr. Kowalkowski and his wife Felicia have raised a family of whom they can be proud. It is very fitting that the Council of Southside Advancement Association, an organization dedicated to the principle of community service, has honored William Kowalkowski as the Person of the Year.

Congratulations, Bill, this is an honor that is well deserved!

HOLDEN REINTRODUCES FRANKING LEGISLATION

HON. TIM HOLDEN

OF PENNSYLVANIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, January 31, 1995

Mr. HOLDEN. Mr. Speaker, I am pleased to reintroduce in the 104th Congress legislation to reduce the amount of money Members are able to spend on franked mailings.

Mr. Speaker, the American people are demanding that Congress show leadership in reducing some of its expenses. I constantly speak to constituents who tell me they want to see spending cuts by the Federal Government. For that reason, today I am introducing a bill that cuts each Member's franking allowance by 20 percent as a way to show such willingness on our part. This legislation illustrates the commitment of Members of Congress for cutting legislative branch spending.

My bill is simple: the factor used to determine each Member's franking allotment will be reduced from a factor of 3 to a factor of 2.4, a 20 percent reduction. This bill will not eliminate the flexibility in the Legislative Appropriations Act which accommodates each Member's particular costs of mailing—geography, population density, etc.

If we are calling on Americans to sacrifice then Congress, too, must lead by example. A 20 percent cut will not impinge on any Member's ability to communicate with his constituents in a responsible manner. Nor will it stop a Member from using his franking budget in whatever manner he or she deems appropriate.

Mr. Speaker, Congress must cut back and tighten their belts, just as we will be asking the American people to make sacrifices as we cut and eliminate Federal programs. I want Congress to lead by example, and I think this bill puts us squarely on that road.

STOP THE REGULATORY MACHINE

HON. RON PACKARD

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, January 31, 1995

Mr. PACKARD. Mr. Speaker, the new Republican Congress is working hard and moving forward with the people's business. Last week, we restored fiscal responsibility by passing the balanced budget amendment. This week we will pass legislation to limit Government intrusion. We promise to work for a Federal Government that protects your rights, not one that infringers upon them with burdensome unfunded mandates.

The Federal regulatory machine continues to churn out a dizzying array of mandates which threaten to turn the American dream into a bureaucratic nightmare. Passage of H.R. 5, the unfunded mandates bill, will help to curb Washington's regulatory appetite.

No longer will liberal lawmakers be free to hide the costs of their regulatory appetite by handing the check over to State and local officials. Congress will have to take a good look at what they put on the regulatory table.

Reforming unfunded mandates will restore congressional accountability and instill fiscal discipline. If the Federal Government cannot pay for it, then neither will State and local governments. The Republican agenda works for the people, not for the Federal bureaucracy machine.

A TRIBUTE TO JEAN GILLIGAN

HON. CONSTANCE A. MORELLA

OF MARYLAND

IN THE HOUSE OF REPRESENTATIVES

Tuesday, January 31, 1995

Mrs. MORELLA. Mr. Speaker, I would like to bring to the attention of the House the retirement of a remarkable woman, Jean W. Gilligan, who has now retired after 45 years service as a congressional staffer.

Jean came to Capitol Hill from South Dakota in 1949 and began her career as secretary to Representative Gardner Withrow of Wisconsin. She then became the administrative assistant to Representative Vernon Thompson of Wisconsin from 1961 to 1974. Jean then served on the Committee on Post Office and Civil Service from 1975 to 1994 under four ranking Republican Members: Representatives Edward Derwinski of Illinois, GENE TAYLOR of Mississippi, BENJAMIN GILMAN of New York, and JOHN MYERS of Indiana.

Last night Mr. Speaker, the Congressional Staff Club [CSC] honored Jean Gilligan at its annual membership party where she was lauded by friends, colleagues, and CSC members. Jean was the primary force in developing the club into a vital entity for staff members. She served as second vice president of the club in 1965, first vice president in 1966 and president in 1967 and 1993. She was one of the founders of the mixed ten pin bowling league and served as its secretary, vice president and president. The Congressional Staff Club honored Jean by awarding her a life membership in 1977.

There is no doubt that Jean will be greatly missed on Capitol Hill by hundreds of staff members who consider her a colleague par excellence, a friend and a mentor. I, too, will miss you, Jean.

Mr. Speaker, I congratulate Jean on her dedicated service and wish her a long, healthy, and active retirement.

INTRODUCTION OF H.R. 743, THE TEAMWORK FOR EMPLOYEES AND MANAGERS ACT

HON. HARRIS W. FAWELL

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

Tuesday, January 31, 1995

Mr. FAWELL. Mr. Speaker, yesterday I was pleased to join with my colleague from Wisconsin, Mr. GUNDERSON, in introducing H.R. 743, the Teamwork for Employees and Managers Act, or Team Act, legislation which will go a long way toward improving the competitiveness of U.S. companies.

In 1935, Congress enacted the National Labor Relations Act [NLRA], which is rightly considered the cornerstone of our country's national labor policy. At the heart of its many provisions, the NLRA protects the rights of workers to organize and to bargain collectively with their employers. It also includes a number of like-minded protections for employers.

However, we cannot ignore the fact that economic conditions have changed dramatically during the last 60 years, and the American workplace has undergone a similarly dramatic transformation. American business is no longer faced with the type of labor-management strife that permeated virtually every aspect of industrial America during 1930's. Instead, we are witness to growing trend in which American workers and managers are abandoning the confrontational tactics of their past and, together, are seeking better ways of doing business.

American business today sees its foreign competitors gaining a competitive advantage, due in large part of their utilization of greater labor-management cooperation. Unfortunately, it is provisions of the National Labor Relations Act—and, how those provisions are being interpreted by the courts and the National Labor Relations Board [NLRB]—which are part of the reason American businesses find themselves at this a competitive disadvantage.

Perhaps the best known example of the legal impediments confronting companies that wish to utilize employee participation programs is the NLRB's December 1992 decision involving Electromation, Inc. The Board found that the small, nonunion electronics manufacturer violated the NLRA when it established employer-employee committees to address various workplace issues, including the company's no-smoking, attendance, and pay-progression policies.

Why have managers and workers in America's industries been having trouble setting up manager-worker teams to increase production, quality, and efficiency at the place of employment?

The basic reason is that section 8(a)(2) of the National Labor Relations Act [NLRA] says that it is an unfair labor practice for an employer to, in effect, create a sham, or company union, I.E., "to dominate the formation or administration of any labor organization or contribute financial or other support to it." Section 2(5) defines a labor union so broadly it includes all groups "in which employees participate and which exists for the purpose, in whole or in part, of dealing with employers concerning * * * conditions of work." Since employee involvement groups usually deal with conditions of work, the National Labor